

STATE PERSONNEL SYSTEM HIGHLIGHTS

	Statewide	Higher Education	General Government
Number of State Personnel System Employees*	31,304	9,458	21,846
Average Age of State Personnel System Employees	45.6	46.6	45.1
Average Length of Service of State Personnel System Employees	9.7	10.1	9.6
Average Annual Salary of State Personnel System Employees	\$46,850	\$39,554	\$50,009
Percent Minorities of State Personnel System Employees	25.4%	25.3%	25.4%
Percent Females of State Personnel System Employees	49.0%	60.2%	44.1%
Percent of State Personnel System Employees Eligible to Retire within the Next Five Years **	29.5%	32.4%	28.3%
Annual Turnover Rate (FY 03-04)***	12.4%	13.5%	11.9%
Full-Time, Non-State Personnel System Employees****	18,338	15,031	3,307
Part-Time, Non-State Personnel System Employees	32,542	30,532	2,010
Employees Eligible for Benefits ****	36,007	9,677	26,330
Employees Enrolled in Medical Benefits	23,382	4,742	18,640
Employees Enrolled for Dental Benefits	28,627	5,838	22,789

*** Definition of an employee of the state personnel system:**

- Often referred to as "a state classified employee" or a "civil service employee";
- Works in the state personnel system;
- Permanent full-time or part-time employee;
- Does not include higher education faculty;
- Does not include higher education professional staff/administrators;
- Does not include legislative or judicial staff; and,
- Does not include temporary/contingent employees.

**** Retirement data is updated annually.**

***** This information will be updated in the Annual Workforce Report scheduled for publication in October 2004. Definition of turnover for employees in the state personnel system:**

- Employee initiated separations;
- Employer initiated separations;
- Layoffs;
- Retirements;
- Deaths, and;
- Does not include employees who transfer from one department to another.

**** Data provided for non-state personnel system employees is derived from a file compiled by the Payroll Unit of the Department of Personnel & Administration called, "PAYCHECK REPORT." This report is generated from the CPPS payroll system, which pays state employees. It is a snapshot of the number of checks that were issued to state employees. It should be noted that this data might not be all-inclusive of all employees paid by the State of Colorado because only those employees paid through the CPPS system are included. It should also be noted that this data could include duplication as some individuals may receive more than one paycheck in a month, i.e., for a discretionary pay differential. This data may also include temporary employees.

******* Benefits:**

- Benefits information is gathered and summarized by higher education and non-higher education institutions, derived from an internal report from the DPA/DHR Benefits Unit.
- Only permanent employees are eligible for benefits.
- Temporary employees are not eligible for benefits.
- Note that information includes non-state personnel system employees who are not in higher education, such as judicial and legislative employees, and executive directors.
- New hires are not eligible for benefits until the first month after hire.

HIGHLIGHTS BY GENERAL GOVERNMENT DEPARTMENT & HIGHER EDUCATION INSTITUTION

Department	Number of Employees	Average Annual Salary	Average Age	Average Years of Service
Dept Of Agriculture	232	\$50,883	47.5	12.2
Dept Of Corrections	5,384	\$47,690	43.6	7.7
Dept Of Education	151	\$42,053	46.9	10.0
Dept Of Health Care Policy & Finance	187	\$58,813	44.5	5.8
Dept Of Human Services	5,106	\$45,421	45.3	9.2
Dept Of Labor & Employment	1,084	\$51,752	47.8	10.3
Dept Of Law	138	\$49,789	47.0	9.0
Dept Of Local Affairs	159	\$59,432	46.9	9.3
Dept Of Military & Veterans Affairs	103	\$46,941	48.4	6.6
Dept Of Natural Resources	1,361	\$56,893	45.3	11.9
Dept Of Personnel & Administration	501	\$53,900	46.6	11.0
Dept Of Public Health & Environment	1,113	\$60,576	46.2	9.8
Dept Of Public Safety	1,209	\$54,995	40.7	10.1
Dept Of Regulatory Agencies	492	\$59,427	48.2	10.4
Dept Of Revenue	1,363	\$48,823	46.7	11.0
Dept Of State	110	\$47,025	43.2	5.8
Dept Of Transportation	3,075	\$49,904	46.1	11.1
Dept Of Treasury	24	\$56,147	45.1	8.5
Governor's Office	2	\$53,292	47.6	17.3
State Auditor's Office	52	\$61,461	36.6	5.4

ALL DEPARTMENTS	21,846	\$50,009	45.1	9.6
-----------------	--------	----------	------	-----

Institution	Number of Employees	Average Annual Salary	Average Age	Average Years of Service
Colorado Commission On Higher Education	4	\$39,969	52.2	18.4
Colorado Historical Society	40	\$37,164	46.3	9.8
Community College Access Network	74	\$41,424	48.9	10.7
Adams State College	104	\$33,225	44.6	9.9
Arapahoe Community College	100	\$34,790	46.3	7.1
Auraria Higher Education Center	267	\$36,431	46.1	9.3
Colorado Community College System	102	\$46,031	46.2	10.8
Colorado Northwestern Community College	34	\$33,924	43.9	8.7
Colorado School Of Mines	257	\$42,508	47.8	8.7
Colorado State University	2,180	\$38,484	46.9	10.8
Colorado State University - Pueblo	121	\$38,194	48.1	14.0
Community College Of Aurora	48	\$36,708	46.9	8.6
Community College Of Denver	42	\$40,647	43.6	9.9
Fort Lewis College	160	\$36,907	46.9	8.4
Front Range Community College	222	\$33,859	46.7	7.1
Lamar Community College	21	\$32,498	49.7	10.4
Mesa State College	111	\$31,966	47.7	6.8
Metropolitan State College Of Denver	217	\$45,482	46.5	11.9
Morgan Community College	18	\$29,460	45.0	5.9
Northeastern Junior College	52	\$31,624	50.6	11.3
Otero Junior College	30	\$31,100	45.9	13.0
Pikes Peak Community College	217	\$36,618	44.2	7.8
Pueblo Community College	103	\$33,071	46.7	9.2
Red Rocks Community College	101	\$35,585	46.4	7.9
Trinidad State Junior College	41	\$34,999	49.8	16.7
University of Colorado	4,194	\$41,690	46.3	10.1
University Of Northern Colorado	527	\$36,957	47.3	10.8
Western State College	71	\$37,070	45.7	11.0

ALL INSTITUTIONS	9,458	\$39,554	46.6	10.1
------------------	-------	----------	------	------

Statewide					
Occupational Group	Number of Employees	Percent	Average Annual Salary	Average Age	Average Years of Service
Administrative Support and Related	4,961	15.8%	\$34,496	47.1	9.6
Enforcement and Protective Services	5,759	18.4%	\$48,302	41.6	7.9
Financial Services	1,809	5.8%	\$50,407	46.0	10.4
Health Care Services	3,392	10.8%	\$42,797	45.2	7.8
Labor, Trades, and Crafts	5,356	17.1%	\$34,990	46.5	9.1
Medical	45	0.1%	\$119,622	50.8	7.5
Physical Sciences and Engineering	1,927	6.2%	\$66,986	46.1	12.2
Professional Services	7,829	25.0%	\$57,324	46.7	11.8
Teacher	226	0.7%	\$45,443	46.7	7.3

By Department					
Occupational Group	Number of Employees	Percent	Average Annual Salary	Average Age	Average Years of Service
Administrative Support and Related	2,277	10.4%	\$35,089	45.9	9.0
Enforcement and Protective Services	5,602	25.6%	\$48,133	41.7	7.8
Financial Services	1,122	5.1%	\$56,118	45.9	10.8
Health Care Services	2,862	13.1%	\$43,379	45.4	7.8
Labor, Trades, and Crafts	2,719	12.4%	\$38,994	46.6	9.3
Medical	45	0.2%	\$119,622	50.8	7.5
Physical Sciences and Engineering	1,617	7.4%	\$68,712	45.9	12.4
Professional Services	5,440	24.9%	\$59,659	47.0	11.6
Teacher	162	0.7%	\$54,197	49.1	8.6

By Institution					
Occupational Group	Number of Employees	Percent	Average Annual Salary	Average Age	Average Years of Service
Administrative Support and Related	2,684	28.4%	\$33,993	48.0	10.1
Enforcement and Protective Services	157	1.7%	\$54,337	41.5	10.5
Financial Services	687	7.3%	\$41,079	46.3	9.7
Health Care Services	530	5.6%	\$39,655	44.4	8.0
Labor, Trades, and Crafts	2,637	27.9%	\$30,862	46.4	8.9
Medical	0	0.0%	na	na	na
Physical Sciences and Engineering	310	3.3%	\$57,986	47.6	10.9
Professional Services	2,389	25.3%	\$52,007	46.1	12.2
Teacher	64	0.7%	\$23,285	40.5	4.0

Statewide					
Gender	Number of Employees	Percent	Average Annual Salary	Average Age	Average Years of Service
Female	15,325	49.0%	\$43,983	46.0	9.7
Male	15,979	51.0%	\$49,600	45.1	9.8

By Department					
Gender	Number of Employees	Percent	Average Annual Salary	Average Age	Average Years of Service
Female	9,630	44.1%	\$47,457	45.3	9.1
Male	12,216	55.9%	\$52,021	45.0	9.9

By Institution					
Gender	Number of Employees	Percent	Average Annual Salary	Average Age	Average Years of Service
Female	5,695	60.2%	\$38,110	47.4	10.7
Male	3,763	39.8%	\$41,739	45.3	9.3

Statewide					
Ethnicity	Number of Employees	Percent	Average Annual Salary	Average Age	Average Years of Service
American Indian or Alaska Native	362	1.2%	\$43,428	45.6	9.0
Asian	711	2.3%	\$44,805	44.6	9.7
Black	1,549	4.9%	\$42,547	44.8	8.7
Hispanic or Latino	5,303	16.9%	\$40,713	43.7	9.7
Native Hawaiian or Pacific Islander	20	0.1%	\$49,053	43.5	6.0
White, Non-Hispanic	23,359	74.6%	\$48,642	46.1	9.8

By Department					
Ethnicity	Number of Employees	Percent	Average Annual Salary	Average Age	Average Years of Service
American Indian or Alaska Native	247	1.1%	\$46,585	45.3	9.3
Asian	365	1.7%	\$53,348	44.0	9.5
Black	1,174	5.4%	\$44,627	44.5	8.2
Hispanic or Latino	3,756	17.2%	\$43,763	43.5	9.6
Native Hawaiian or Pacific Islander	11	0.1%	\$59,854	43.6	5.3
White, Non-Hispanic	16,293	74.6%	\$51,807	45.6	9.7

By Institution					
Ethnicity	Number of Employees	Percent	Average Annual Salary	Average Age	Average Years of Service
American Indian or Alaska Native	115	1.2%	\$36,647	46.2	8.4
Asian	346	3.7%	\$35,793	45.3	9.9
Black	375	4.0%	\$36,035	45.7	10.2
Hispanic or Latino	1,547	16.4%	\$33,310	44.4	9.8
Native Hawaiian or Pacific Islander	9	0.1%	\$35,852	43.5	6.9
White, Non-Hispanic	7,066	74.7%	\$41,344	47.2	10.3